

have them. Most of you just give up, and who could blame you?

Simple streamlined pension plans, however, are good for everyone, for small business because they boost morale and give people a stake in the company, for workers because they encourage savings, and we need to do everything we can to see that our people put away more money for the future.

So here's what we're going to propose: Start a simplified IRA-based pension plan for companies with 100 or fewer employees. Under this plan, if you guarantee your employees a certain contribution, you will be exempt from complex anti-discrimination rules.

Second—I don't know how many times I've heard this myself—second, fair treatment for families who work together. Get rid of the family aggregation rule. Get rid of the family aggregation rule, which treats family members as a single entity, dishonors the hard work of individuals, and is a drag on that great American institution, the family business.

Third, simplify. There is currently a seven-part test to determine whether or not someone is a, quote, "highly compensated employee." That is nuts. *[Laughter]* So, we believe that there ought not to be a seven-part test. We simply ought to have a simple guideline that will save all of us time and money.

Now, we can do all of these things without opening the system to abuses. Safeguards for fair play are still in place. But we can do it, and we should. There is a lot more to do.

I want to make two points in closing. Number one, you can make progress on these problems. It's hard work. It's more difficult than giving speeches about how bad it all is, but it can be done.

The second point I want to make is, we know you made a sacrifice in time and money to come here. We know people like you made those sacrifices to come to the regional conferences and the State conferences. This is serious business. We did not ask you to do it just so we could cheer and have a good time, although that's important. We want your further ideas. We are doing these things because people like you all over America said they ought to be done.

Lastly, let me say that for all of the challenges and difficulties in this country, I wouldn't swap with any other country in the world as I look to the future and what it holds.

So, in a few moments, the Vice President and I are going back to the White House and we're going to welcome that fine young Air Force Captain Scott O'Grady and his family there. And I want you to think about everything this country's got going for it.

First of all, and most important, it's got you and people like you, great entrepreneurs, great citizens, people who work hard, make the most of their lives, doing the best that they can with their families, contributing to their communities.

Secondly, we have more diversity in this country, more ethnic and cultural diversity, than any other advanced country. And that's a huge asset in a global economy. It's a huge asset.

Thirdly, we have a phenomenal set of assets and technology and research capability. And we have a Government that can change and can be a partner as we build the economy of the 21st century. We have profound challenges. But what I want you to believe from this experience today is that we can change, we can make it better, and that it comes from you. We will listen. That's why we wanted you to be here. I want you to be screaming and yelling and having a good time. I will not send the DC police after you—*[laughter]*—as long as you will send me some more good recommendations so we can do this again next year.

Thank you. And God bless you all.

NOTE: The President spoke at 10:40 a.m. at the Washington Hilton.

Remarks at a Ceremony Honoring Captain Scott O'Grady

June 12, 1995

Thank you very much, Mr. Secretary, General Shalikashvili, to all the members of the Armed Forces here, the distinguished Members of Congress, the members of the O'Grady and Scardapane families, to our distinguished guests.

I am tempted to say that we actually arranged this weather today so that Captain O'Grady would know for sure that he was not going to be left high and dry. [Laughter]

We are all here to thank our men and women in uniform for the rescue of Captain Scott O'Grady. Their mission made all Americans proud, just as Captain O'Grady's courage has made all Americans proud. We know that the skill and professionalism of our Armed Forces and the intelligence that backs them up are unmatched. We know that the months, the weeks, the years in training someday, somewhere will always have to be put into effect. And, last week, those of you who brought life to that training and saved one brave man's life said more about what we stand for as a country, what our values are, and what our commitments are than any words the rest of us could ever utter, and we thank you for it.

Consider this: that an F-16 pilot in Captain O'Grady's "Triple Nickel" squadron picks up a faint radio signal and relays it to an AWACS plane. Within minutes, the AWACS operators positively identify Captain O'Grady and pinpoint his location. Then just hours later, no less than 40 airplanes and helicopters are airborne, led by a combat search and rescue team from the 24th Marine Expeditionary Unit, commanded by Colonel Martin Berndt. The AWACS aircraft, a marvel of our technology, guide two Super Stallion helicopters to within 50 yards of Captain O'Grady. In 2 minutes, the marines secure the landing site, and whisked the captain to safety under hostile conditions.

When I spoke to Captain O'Grady once he was on board the U.S.S. *Kearsarge*, he told me his rescuers were the real heroes. Well, it can't be done any better than they did it. They showed our Nation and the world the best of our teamwork. When we finished our conversation, Captain O'Grady remarked, "Mr. President, I just want to say one thing: The United States is the greatest country in the world. God bless America."

The men and women of our Armed Forces also bless our America with your service and your skills. Because you do your job so well, our Nation will always be "The Land of the Free and the Home of the Brave." Now, let me say it was a very great personal honor

for me to host Captain O'Grady and all the fine members of his family, beginning with his grandparents and going down to his brother and sister and some of his friends, at the White House for lunch today.

I can tell you that he certifies he got a better meal today than he did in those 6 days in Bosnia. But he gave us something more precious than we can ever give him, a reminder of what is very best about our country. And I'd like to now ask Captain O'Grady to come up here and say what's on his mind and heart to the people who gave him back his freedom.

Captain Scott O'Grady.

NOTE: The President spoke at 1:42 p.m. at the Pentagon.

Remarks to the United Auto Workers Convention

June 12, 1995

Thank you very much. Thank you, Owen, for that fine introduction, and thank you for your leadership over the years. I want to congratulate you and the other officers who are retiring. I want to say a special word of hello to all the brothers and sisters of the United Auto Workers throughout the country, especially those from my home State of Arkansas, with whom I've worked over the years.

I'd like to say a word, also, to Dennis Fitting, the president of Local 455 out of Saginaw, who was with me last Friday at the White House for a reunion of a group of exceptional Americans whom I met along the campaign trail in 1992. We call this group the Faces of Hope. And I want to thank Dennis for being a member of the group and for his commitment to our efforts to move America forward.

All of you know better than anybody that Owen Bieber has dedicated his entire life to improving the lives of working families. He took over the UAW 12 years ago, during one of the toughest periods in your entire history. In all of the years, he has never wavered, even in the face of administrations here in Washington that were sure less than friendly. He's always stood strong not only for UAW workers and their families and their incomes and their future but for the kind of broad